



Recruiting and Retention of DoD Contracting Professionals

Dr. James S. McMichael

***Director, Acquisition Education, Training and Career
Development
Department of Defense***

***Federal Acquisition Workforce
Workshop***

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DoD GS-1102 Contracting Professionals

Historical Trends:

| <u>Date</u> | <u>Records analyzed</u> | <u>Degreed</u> |
|--------------------|--------------------------------|-----------------------|
| 1989: | 23,405 | ~ 50% |
| 1997: | 19,983 | 60.7% |
| 1998: | 19,498 | 61.0% |

Data provided by the Defense Manpower Data Center.



DoD GS-1102 Contracting Professionals

Differences Across DoD Components:

Component % with Degrees

Air Force **70.9%**

Other DoD **59.6%**

Navy/MC **58.1%**

Army **55.5%**

FY 1998. Data provided by DMDC.



DoD GS-1102 Contracting Professionals

Academic Fields:

| <u>Major</u> | <u>%</u> |
|----------------------|----------|
| Business & related | 47% |
| History/Int. Studies | 15% |
| Social Sciences | 8% |
| Education | 5% |
| Architecture | 4% |
| Agriculture | 4% |
| Public Admin. | 3% |
| Other | 14% |

FY 1998. Data provided by DMDC.



DoD GS-1102 Contracting Professionals

- **Turnover Rates in FY 1998:**

| | | |
|---------------------------|---------|------|
| # at start of FY98 | 19,983 | |
| Left DoD | - 1,534 | - 8% |
| Gained to DoD | + 1,049 | + 5% |
| Retained through-out year | 18,449 | |
| 94% | | |
| Net Change | - 485 | - 2% |
| # at end of FY98 | 19,498 | 98% |

- ***Of the 21,339 GS-1102s in DoD on Sep 30, 1985, 44% are still with DoD***

Data provided by DMDC.



DoD GS-1102 Contracting Professionals

- **Analysis of Losses During FY 1998:**

| <u>Component</u> | <u>All 1102s</u> | <u>1102s in Grade GS-15</u> |
|-------------------------|-------------------------|------------------------------------|
| DoD Total | 7.7% | 9.8% |
| Army | 8.0% | 7.1% |
| Navy | 8.1% | 10.7% |
| Air Force | 6.9% | 6.6% |
| Other DoD | 8.1% | 8.6% |

- **Education Levels of FY98 Losses:**

44.4 % Less than BA
55.6% BA / BS or higher

Data provided by DMDC



DoD GS-1102 Contracting Professionals

Education-level Analysis of FY 1998 Accessions:

| <u>Accession Source (agency level):</u> | <u>Bachelor's or higher</u> | |
|--|-----------------------------|-----|
| All Sources (total accessions to DoD agencies) | 690 of 1292 | 53% |
| <i>[Note: 602 new GS-1102s lacked a degree.]</i> | | |
| External (from outside DoD) | 258 of 361 | 72% |
| Agency Change (1102; different DoD agency) | 146 of 241 | 65% |
| Other (different occ.; different DoD agency) | 28 of 43 | 65% |
| Internal (different occ.; <u>same DoD agency</u>) | 258 of 647 | 40% |

Data provided by DMDC.



DoD GS-1102 Contracting Professionals

Locations with more than 500 GS-1102s:

| <u>Location</u> | <u>Number</u> |
|--------------------------|----------------------|
| DC Area | 2,136 |
| Philadelphia | 1,102 |
| Huntsville | 834 |
| San Antonio | 712 |
| Columbus | 605 |
| Richmond | 518 |
| Norfolk, VA Beach | 503 |



Other Demographics (FY 98)

| <u><i>Series</i></u> | | <u><i>Gain</i></u> | <u><i>Loss</i></u> | <u><i>End</i></u> |
|-----------------------|-----|--------------------|--------------------|-------------------|
| GS-1105 (Purchasing) | 183 | 610 | 2,114 | |
| GS-1106 (Procurement) | | 425 | 1,004 | |
| 3,884 | | | | |



DoD GS-1102 Contracting Professionals

PREMISE: Need business mgrs vs. transactional.

- 1102 qualifications are increasing (slowly).
- More Air Force 1102s have bachelor's degrees.
- Business-related majors predominate.
- Turnover is low. [good/bad news, mostly good]
- We lose degreed 1102s as fast as we hire them
- External hiring sources are the best by far,
 - but most new 1102s come from inside DoD,
 - and don't have degrees, and use tuition \$\$,...
- [Reluctantly,] Congress must legislate.